

## **Core Competencies Project Phase III:**

Last year, the HR Committee worked with AIGs for Audit. Directors of Investigations, and AIGs for Inspection/Evaluations to identify competencies in management, leadership, and team skills at the journeyman, senior management and organization-wide levels. Focusing on Goal III of our Strategic Framework, phase III is directed at Objective A which states that we identify emerging issues within the Federal Government, the PCIE and ECIE and improve professional staff development programs that build upon the identified core competencies of the community in a cost effective manner.

The project will gather information from training vendors outside the IG community that address core competencies relative to management, leadership and team skills. It will incorporate assessments being done by the Audit, Investigations and Management Institutes. Upon completion of the project, we will produce a listing of recommended courses and providers that aligns with our core competencies.

The HR Committee will keep you informed of our progress and seek your input throughout the study. *The desired end for us is to ensure that the IG* 

community has the best educational and training resources available to our staff at a reasonable and sustained cost.

Robert Emmons is leading this project.



### **% illsoft Pilot:** At the last PCIE

Meeting, the Council agreed to move forward with the Skillsoft Pilot proposal. Since then, HR Directors attended a presentation on Skillsoft and will form an implementation team to develop a common approach for implementation, application and evaluation. EPA IG will collect payment from participating IG's in a manner similar to that use for IG Net.





### **Academy Consolidation**:

Over the next three months, the three OIG training institutes, IGATI, IGCIA and IGMI, will consolidate their DC area training into one facility in Arlington, VA. Currently, the IGCIA and IGMI conduct training in a facility co-located

with the USPS OIG at 1735 N. Lynn Street in Arlington. The facility, which has 5 class rooms equipped with a variety of multimedia and teleconferencing facilities, will be entirely dedicated to the three OIG training organizations. IGATI, which is currently located a few blocks from the new facility, will be moving into the N. Lynn Street location by May 2005. In addition to training facilities, the N. Lynn Street location will also house the Washington faculty and staff of the training organizations.

# **I** Management Institute—the first class.

During the weeks of January 24-February 4, the IGMI completed its inaugural class, Applied Management Studies. The course, which is the first IGMI offering, is designed to provide affordable, hands-on management training targeted at all OIG managers in the grades GS-14 and above. The class of 20 students included managers from 12 PCIE OIGs, and two ECIE OIGs and representatives from audit, counsel, investigations, inspections and mission support disciplines. Six more offerings of this course are scheduled to be presented to the OIG community during CY 2005. Additional information regarding these courses, as well as online registration, can be found at <a href="https://www.igmi.uspsoig.gov">www.igmi.uspsoig.gov</a>.

## **Succession Planning:**

The HR Committee will develop a presentation for the PCIE on Succession Planning approaches, steps and options. Also to address a specific universal need for SES development and selection, the HR Committee is exploring the possibility of designing and administering a PCIE Candidate Development Program that will include the existing FEI/PCIE Leadership Course.

### **UPCOMING MEETING**





The HR Committee will hold its next meeting in March 2005.

### HR COMMITTEE MEMBERS

Nikki L. Tinsley, *Chair* Hubert Bell Kenneth Clarke Robert Cobb Robert Emmons Daniel Levinson Joseph Schmitz Kirt West